

# HANOVER COUNTY PUBLIC SCHOOLS

## FY 2021-2022 Operating Budget

### Full-Time Teacher Salary Scale \*\*

10 Month Contract

STEP	BACHELOR	BACHELOR + 15	MASTERS	DOCTORAL
00	\$46,982	\$48,391	\$49,801	\$51,210
01	\$47,332	\$48,752	\$50,172	\$51,591
02	\$47,682	\$49,112	\$50,543	\$51,973
03	\$48,032	\$49,473	\$50,914	\$52,355
04	\$48,382	\$49,834	\$51,285	\$52,736
05	\$48,732	\$50,194	\$51,656	\$53,118
06	\$49,082	\$50,554	\$52,027	\$53,499
07	\$49,472	\$50,956	\$52,440	\$53,924
08	\$49,962	\$51,461	\$52,959	\$54,458
09	\$50,312	\$51,821	\$53,330	\$54,840
10	\$50,662	\$52,182	\$53,701	\$55,221
11	\$51,011	\$52,542	\$54,072	\$55,602
12	\$51,361	\$52,902	\$54,443	\$55,984
13	\$51,711	\$53,263	\$54,814	\$56,365
14	\$52,061	\$53,623	\$55,185	\$56,747
15	\$52,411	\$53,983	\$55,556	\$57,128
16	\$52,762	\$54,344	\$55,927	\$57,510
17	\$53,111	\$54,705	\$56,298	\$57,891
18	\$53,461	\$55,065	\$56,669	\$58,273
19	\$53,812	\$55,426	\$57,040	\$58,655
20	\$54,162	\$55,787	\$57,412	\$59,037
21	\$54,513	\$56,148	\$57,783	\$59,419
22	\$54,863	\$56,509	\$58,154	\$59,800
23	\$55,213	\$56,869	\$58,526	\$60,182
24	\$55,563	\$57,230	\$58,896	\$60,563
25	\$55,912	\$57,590	\$59,267	\$60,945
26	\$56,262	\$57,950	\$59,638	\$61,326
27	\$56,708	\$58,409	\$60,110	\$61,811
28	\$57,446	\$59,169	\$60,893	\$62,616
29	\$58,537	\$60,294	\$62,050	\$63,806
30	\$59,693	\$61,483	\$63,274	\$65,065
31	\$60,780	\$62,603	\$64,427	\$66,250
32	\$61,935	\$63,793	\$65,651	\$67,509
33	\$63,114	\$65,007	\$66,900	\$68,794
34	\$64,313	\$66,242	\$68,171	\$70,101
35	\$65,535	\$67,501	\$69,468	\$71,434
36	\$66,780	\$68,784	\$70,787	\$72,790
37	\$68,048	\$70,090	\$72,131	\$74,173
38	\$69,343	\$71,423	\$73,503	\$75,584
39	\$70,702	\$72,823	\$74,944	\$77,065
40	\$72,088	\$74,250	\$76,413	\$78,575
41*	\$73,501	\$75,706	\$77,911	\$80,116

\*\* This scale applies ONLY for teachers qualifying for VRS benefits. Compensation for teachers not qualifying for VRS will be 5% less than the salaries reflected above for each step.

**HANOVER COUNTY PUBLIC SCHOOLS**  
**FY 2021-22 Teacher Salary Scale**

Step	217 Days				228 Days				239 Days				261 Days			
	Bachelors+				Bachelors+				Bachelors+				Bachelors+			
	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate
00	\$46,982	\$48,391	\$49,801	\$51,210	\$49,363	\$50,844	\$52,325	\$53,806	\$51,745	\$53,297	\$54,849	\$56,402	\$56,508	\$58,203	\$59,898	\$61,594
01	\$47,332	\$48,752	\$50,172	\$51,591	\$49,731	\$51,223	\$52,715	\$54,207	\$52,130	\$53,694	\$55,258	\$56,822	\$56,929	\$58,637	\$60,345	\$62,052
02	\$47,682	\$49,112	\$50,543	\$51,973	\$50,099	\$51,602	\$53,105	\$54,608	\$52,516	\$54,091	\$55,667	\$57,242	\$57,350	\$59,070	\$60,791	\$62,511
03	\$48,032	\$49,473	\$50,914	\$52,355	\$50,467	\$51,981	\$53,495	\$55,009	\$52,902	\$54,489	\$56,076	\$57,663	\$57,771	\$59,504	\$61,238	\$62,971
04	\$48,382	\$49,834	\$51,285	\$52,736	\$50,835	\$52,360	\$53,885	\$55,410	\$53,287	\$54,886	\$56,484	\$58,083	\$58,192	\$59,938	\$61,684	\$63,430
05	\$48,732	\$50,194	\$51,656	\$53,118	\$51,202	\$52,738	\$54,274	\$55,810	\$53,672	\$55,282	\$56,893	\$58,503	\$58,613	\$60,371	\$62,129	\$63,888
06	\$49,082	\$50,554	\$52,027	\$53,499	\$51,570	\$53,117	\$54,664	\$56,211	\$54,058	\$55,680	\$57,301	\$58,923	\$59,034	\$60,805	\$62,576	\$64,347
07	\$49,472	\$50,956	\$52,440	\$53,924	\$51,980	\$53,539	\$55,099	\$56,658	\$54,488	\$56,122	\$57,757	\$59,391	\$59,503	\$61,288	\$63,073	\$64,858
08	\$49,962	\$51,461	\$52,959	\$54,458	\$52,494	\$54,069	\$55,644	\$57,219	\$55,027	\$56,678	\$58,329	\$59,979	\$60,092	\$61,895	\$63,698	\$65,501
09	\$50,312	\$51,821	\$53,330	\$54,840	\$52,862	\$54,448	\$56,034	\$57,620	\$55,412	\$57,075	\$58,737	\$60,400	\$60,513	\$62,329	\$64,144	\$65,959
10	\$50,662	\$52,182	\$53,701	\$55,221	\$53,230	\$54,827	\$56,424	\$58,021	\$55,798	\$57,472	\$59,146	\$60,820	\$60,934	\$62,762	\$64,590	\$66,418
11	\$51,011	\$52,542	\$54,072	\$55,602	\$53,597	\$55,205	\$56,813	\$58,421	\$56,183	\$57,869	\$59,554	\$61,240	\$61,355	\$63,195	\$65,036	\$66,877
12	\$51,361	\$52,902	\$54,443	\$55,984	\$53,965	\$55,584	\$57,203	\$58,822	\$56,569	\$58,266	\$59,963	\$61,660	\$61,776	\$63,629	\$65,482	\$67,336
13	\$51,711	\$53,263	\$54,814	\$56,365	\$54,333	\$55,963	\$57,593	\$59,223	\$56,954	\$58,663	\$60,371	\$62,080	\$62,197	\$64,063	\$65,929	\$67,794
14	\$52,061	\$53,623	\$55,185	\$56,747	\$54,700	\$56,341	\$57,982	\$59,623	\$57,339	\$59,059	\$60,779	\$62,500	\$62,617	\$64,496	\$66,374	\$68,253
15	\$52,411	\$53,983	\$55,556	\$57,128	\$55,068	\$56,720	\$58,372	\$60,024	\$57,725	\$59,456	\$61,188	\$62,920	\$63,038	\$64,929	\$66,821	\$68,712
16	\$52,762	\$54,344	\$55,927	\$57,510	\$55,436	\$57,099	\$58,762	\$60,425	\$58,111	\$59,854	\$61,597	\$63,341	\$63,460	\$65,364	\$67,267	\$69,171
17	\$53,111	\$54,705	\$56,298	\$57,891	\$55,804	\$57,478	\$59,152	\$60,826	\$58,496	\$60,251	\$62,006	\$63,760	\$63,880	\$65,797	\$67,713	\$69,630
18	\$53,461	\$55,065	\$56,669	\$58,273	\$56,171	\$57,856	\$59,542	\$61,227	\$58,881	\$60,648	\$62,414	\$64,181	\$64,301	\$66,230	\$68,159	\$70,089
19	\$53,812	\$55,426	\$57,040	\$58,655	\$56,539	\$58,236	\$59,932	\$61,628	\$59,267	\$61,045	\$62,823	\$64,601	\$64,723	\$66,664	\$68,606	\$70,548
20	\$54,162	\$55,787	\$57,412	\$59,037	\$56,908	\$58,615	\$60,322	\$62,029	\$59,653	\$61,443	\$63,232	\$65,022	\$65,144	\$67,099	\$69,053	\$71,007
21	\$54,513	\$56,148	\$57,783	\$59,419	\$57,276	\$58,994	\$60,712	\$62,431	\$60,039	\$61,840	\$63,641	\$65,443	\$65,566	\$67,533	\$69,500	\$71,467
22	\$54,863	\$56,509	\$58,154	\$59,800	\$57,644	\$59,373	\$61,102	\$62,832	\$60,425	\$62,238	\$64,050	\$65,863	\$65,987	\$67,967	\$69,946	\$71,926
23	\$55,213	\$56,869	\$58,526	\$60,182	\$58,012	\$59,752	\$61,493	\$63,233	\$60,811	\$62,635	\$64,459	\$66,284	\$66,408	\$68,401	\$70,393	\$72,385
24	\$55,563	\$57,230	\$58,896	\$60,563	\$58,379	\$60,131	\$61,882	\$63,633	\$61,196	\$63,032	\$64,868	\$66,703	\$66,829	\$68,834	\$70,839	\$72,843
25	\$55,912	\$57,590	\$59,267	\$60,945	\$58,747	\$60,509	\$62,271	\$64,034	\$61,581	\$63,428	\$65,276	\$67,123	\$67,249	\$69,267	\$71,284	\$73,302
26	\$56,262	\$57,950	\$59,638	\$61,326	\$59,114	\$60,888	\$62,661	\$64,435	\$61,966	\$63,825	\$65,684	\$67,543	\$67,670	\$69,701	\$71,731	\$73,761
27	\$56,608	\$58,309	\$60,110	\$61,911	\$59,682	\$61,509	\$63,337	\$65,165	\$62,457	\$64,330	\$66,204	\$68,078	\$68,206	\$70,252	\$72,298	\$74,344
28	\$57,008	\$58,719	\$60,520	\$62,321	\$60,083	\$61,896	\$63,709	\$65,522	\$63,270	\$65,168	\$67,066	\$68,964	\$69,094	\$71,167	\$73,240	\$75,312
29	\$57,408	\$59,129	\$60,930	\$62,722	\$60,483	\$62,296	\$64,109	\$65,922	\$64,472	\$66,406	\$68,340	\$70,275	\$70,407	\$72,519	\$74,631	\$76,743
30	\$57,808	\$59,529	\$61,330	\$63,122	\$60,883	\$62,696	\$64,509	\$66,322	\$65,744	\$67,717	\$69,689	\$71,661	\$71,796	\$73,950	\$76,104	\$78,258
31	\$58,208	\$60,009	\$61,810	\$63,602	\$61,283	\$63,096	\$64,909	\$66,722	\$66,942	\$68,950	\$70,959	\$72,967	\$73,104	\$75,297	\$77,490	\$79,683
32	\$58,608	\$60,409	\$62,210	\$64,003	\$61,683	\$63,496	\$65,309	\$67,122	\$68,214	\$70,261	\$72,307	\$74,353	\$74,493	\$76,728	\$78,963	\$81,198
33	\$59,008	\$60,809	\$62,610	\$64,405	\$62,083	\$63,896	\$65,709	\$67,522	\$69,512	\$71,597	\$73,683	\$75,768	\$75,911	\$78,188	\$80,465	\$82,743
34	\$59,408	\$61,209	\$63,010	\$64,807	\$62,483	\$64,296	\$66,109	\$67,922	\$70,833	\$72,958	\$75,083	\$77,208	\$77,353	\$79,674	\$81,994	\$84,315
35	\$59,808	\$61,609	\$63,410	\$65,203	\$62,883	\$64,696	\$66,509	\$68,322	\$72,180	\$74,345	\$76,510	\$78,676	\$78,824	\$81,188	\$83,553	\$85,918
36	\$60,208	\$62,009	\$63,810	\$65,607	\$63,283	\$65,096	\$66,909	\$68,722	\$73,550	\$75,757	\$77,963	\$80,170	\$80,321	\$82,730	\$85,140	\$87,550
37	\$60,608	\$62,409	\$64,210	\$66,003	\$63,683	\$65,496	\$67,309	\$69,122	\$74,947	\$77,196	\$79,444	\$81,692	\$81,846	\$84,302	\$86,757	\$89,212
38	\$61,008	\$62,809	\$64,610	\$66,407	\$64,083	\$65,896	\$67,709	\$69,522	\$76,373	\$78,664	\$80,955	\$83,246	\$83,403	\$85,905	\$88,407	\$90,909
39	\$61,408	\$63,209	\$65,010	\$66,807	\$64,483	\$66,296	\$68,109	\$69,922	\$77,870	\$80,206	\$82,542	\$84,878	\$85,038	\$87,589	\$90,140	\$92,691
40	\$61,808	\$63,609	\$65,410	\$67,203	\$64,883	\$66,696	\$68,509	\$70,322	\$79,396	\$81,778	\$84,160	\$86,542	\$86,704	\$89,306	\$91,907	\$94,508
41	\$62,208	\$64,009	\$65,810	\$67,607	\$65,283	\$67,096	\$68,909	\$70,722	\$80,952	\$83,381	\$85,809	\$88,238	\$88,404	\$91,056	\$93,708	\$96,360

**HANOVER COUNTY PUBLIC SCHOOLS**  
**FY 2021-2022 Teacher Salary Scale - Non-VRS**

Step	217 Days				228 Days				239 Days				261 Days			
	Bachelors+				Bachelors+				Bachelors+				Bachelors+			
	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate
00	\$44,633	\$45,972	\$47,310	\$48,649	\$46,895	\$48,302	\$49,709	\$51,116	\$49,157	\$50,632	\$52,107	\$53,582	\$53,682	\$55,293	\$56,903	\$58,514
01	\$44,965	\$46,314	\$47,663	\$49,012	\$47,244	\$48,662	\$50,079	\$51,496	\$49,524	\$51,009	\$52,495	\$53,981	\$54,082	\$55,705	\$57,327	\$58,950
02	\$45,298	\$46,656	\$48,015	\$49,374	\$47,594	\$49,022	\$50,449	\$51,877	\$49,890	\$51,387	\$52,883	\$54,380	\$54,482	\$56,117	\$57,751	\$59,386
03	\$45,630	\$46,999	\$48,368	\$49,737	\$47,944	\$49,382	\$50,820	\$52,258	\$50,257	\$51,764	\$53,272	\$54,780	\$54,883	\$56,529	\$58,176	\$59,822
04	\$45,963	\$47,342	\$48,721	\$50,100	\$48,293	\$49,742	\$51,190	\$52,639	\$50,623	\$52,142	\$53,660	\$55,179	\$55,283	\$56,941	\$58,600	\$60,258
05	\$46,295	\$47,684	\$49,073	\$50,462	\$48,642	\$50,101	\$51,560	\$53,020	\$50,989	\$52,518	\$54,048	\$55,578	\$55,682	\$57,353	\$59,023	\$60,693
06	\$46,628	\$48,027	\$49,425	\$50,824	\$48,991	\$50,461	\$51,931	\$53,401	\$51,355	\$52,896	\$54,436	\$55,977	\$56,082	\$57,765	\$59,447	\$61,130
07	\$46,998	\$48,408	\$49,818	\$51,228	\$49,381	\$50,862	\$52,344	\$53,825	\$51,763	\$53,316	\$54,869	\$56,422	\$56,528	\$58,224	\$59,920	\$61,615
08	\$47,464	\$48,888	\$50,311	\$51,735	\$49,870	\$51,366	\$52,862	\$54,358	\$52,276	\$53,844	\$55,412	\$56,980	\$57,088	\$58,800	\$60,513	\$62,226
09	\$47,796	\$49,230	\$50,664	\$52,098	\$50,219	\$51,726	\$53,232	\$54,739	\$52,642	\$54,221	\$55,800	\$57,380	\$57,488	\$59,212	\$60,937	\$62,661
10	\$48,129	\$49,573	\$51,016	\$52,460	\$50,568	\$52,085	\$53,602	\$55,120	\$53,008	\$54,598	\$56,189	\$57,779	\$57,887	\$59,624	\$61,361	\$63,097
11	\$48,461	\$49,915	\$51,369	\$52,822	\$50,917	\$52,445	\$53,972	\$55,500	\$53,374	\$54,975	\$56,576	\$58,178	\$58,287	\$60,036	\$61,784	\$63,533
12	\$48,793	\$50,257	\$51,721	\$53,185	\$51,267	\$52,805	\$54,343	\$55,881	\$53,740	\$55,352	\$56,965	\$58,577	\$58,687	\$60,448	\$62,208	\$63,969
13	\$49,126	\$50,600	\$52,073	\$53,547	\$51,616	\$53,165	\$54,713	\$56,262	\$54,106	\$55,730	\$57,353	\$58,976	\$59,087	\$60,859	\$62,632	\$64,405
14	\$49,458	\$50,942	\$52,425	\$53,909	\$51,965	\$53,524	\$55,083	\$56,642	\$54,472	\$56,106	\$57,740	\$59,375	\$59,486	\$61,271	\$63,055	\$64,840
15	\$49,791	\$51,284	\$52,778	\$54,272	\$52,315	\$53,884	\$55,453	\$57,023	\$54,838	\$56,484	\$58,129	\$59,774	\$59,886	\$61,683	\$63,480	\$65,276
16	\$50,123	\$51,627	\$53,131	\$54,635	\$52,664	\$54,244	\$55,824	\$57,404	\$55,205	\$56,861	\$58,517	\$60,174	\$60,287	\$62,095	\$63,904	\$65,713
17	\$50,456	\$51,969	\$53,483	\$54,997	\$53,013	\$54,604	\$56,194	\$57,785	\$55,571	\$57,238	\$58,905	\$60,572	\$60,686	\$62,507	\$64,328	\$66,148
18	\$50,788	\$52,312	\$53,836	\$55,359	\$53,363	\$54,964	\$56,565	\$58,165	\$55,937	\$57,615	\$59,294	\$60,972	\$61,086	\$62,919	\$64,751	\$66,584
19	\$51,121	\$52,655	\$54,188	\$55,722	\$53,712	\$55,324	\$56,935	\$58,547	\$56,304	\$57,993	\$59,682	\$61,371	\$61,487	\$63,331	\$65,176	\$67,020
20	\$51,454	\$52,998	\$54,541	\$56,085	\$54,062	\$55,684	\$57,306	\$58,928	\$56,671	\$58,371	\$60,071	\$61,771	\$61,887	\$63,744	\$65,600	\$67,457
21	\$51,787	\$53,341	\$54,894	\$56,448	\$54,412	\$56,044	\$57,677	\$59,309	\$57,037	\$58,748	\$60,459	\$62,171	\$62,287	\$64,156	\$66,025	\$67,893
22	\$52,120	\$53,683	\$55,247	\$56,810	\$54,762	\$56,404	\$58,047	\$59,690	\$57,404	\$59,126	\$60,848	\$62,570	\$62,688	\$64,568	\$66,449	\$68,329
23	\$52,452	\$54,026	\$55,600	\$57,173	\$55,111	\$56,765	\$58,418	\$60,071	\$57,770	\$59,503	\$61,236	\$62,969	\$63,088	\$64,981	\$66,873	\$68,766
24	\$52,785	\$54,368	\$55,952	\$57,535	\$55,460	\$57,124	\$58,788	\$60,452	\$58,136	\$59,880	\$61,624	\$63,368	\$63,487	\$65,392	\$67,297	\$69,201
25	\$53,117	\$54,710	\$56,304	\$57,897	\$55,809	\$57,484	\$59,158	\$60,832	\$58,502	\$60,257	\$62,012	\$63,767	\$63,887	\$65,804	\$67,720	\$69,637
26	\$53,449	\$55,053	\$56,656	\$58,260	\$56,159	\$57,843	\$59,528	\$61,213	\$58,868	\$60,634	\$62,400	\$64,166	\$64,287	\$66,216	\$68,144	\$70,073
27	\$53,782	\$55,488	\$57,105	\$58,721	\$56,603	\$58,301	\$59,999	\$61,697	\$59,334	\$61,114	\$62,894	\$64,674	\$64,796	\$66,740	\$68,683	\$70,627
28	\$54,114	\$55,821	\$57,538	\$59,255	\$57,134	\$58,841	\$60,549	\$62,257	\$60,000	\$61,710	\$63,418	\$65,126	\$65,248	\$67,168	\$69,088	\$71,008
29	\$54,446	\$56,163	\$57,880	\$59,597	\$57,466	\$59,173	\$60,880	\$62,587	\$60,332	\$62,040	\$63,748	\$65,456	\$65,578	\$67,508	\$69,428	\$71,348
30	\$54,778	\$56,495	\$58,212	\$60,000	\$57,867	\$59,574	\$61,281	\$63,000	\$60,664	\$62,372	\$64,080	\$65,788	\$65,910	\$67,840	\$69,760	\$71,680
31	\$55,110	\$56,827	\$58,544	\$60,311	\$58,178	\$59,885	\$61,592	\$63,300	\$61,000	\$62,708	\$64,416	\$66,124	\$66,246	\$68,176	\$70,096	\$72,016
32	\$55,442	\$57,159	\$58,876	\$60,578	\$58,445	\$60,152	\$61,859	\$63,567	\$61,224	\$62,932	\$64,640	\$66,348	\$66,470	\$68,402	\$70,322	\$72,242
33	\$55,774	\$57,491	\$59,208	\$60,920	\$58,787	\$60,494	\$62,201	\$63,909	\$61,564	\$63,272	\$64,980	\$66,688	\$66,810	\$68,742	\$70,662	\$72,582
34	\$56,106	\$57,823	\$59,540	\$61,132	\$59,000	\$60,707	\$62,414	\$64,122	\$61,776	\$63,484	\$65,192	\$66,900	\$67,022	\$69,054	\$71,074	\$73,094
35	\$56,438	\$58,155	\$59,872	\$61,444	\$59,311	\$61,018	\$62,725	\$64,433	\$62,088	\$63,796	\$65,504	\$67,212	\$67,334	\$69,366	\$71,386	\$73,406
36	\$56,770	\$58,487	\$60,204	\$61,832	\$59,645	\$61,352	\$63,059	\$64,767	\$62,420	\$64,128	\$65,836	\$67,544	\$67,666	\$69,698	\$71,718	\$73,738
37	\$57,102	\$58,819	\$60,536	\$62,164	\$59,977	\$61,684	\$63,391	\$65,100	\$62,752	\$64,460	\$66,168	\$67,876	\$67,998	\$69,930	\$71,950	\$73,970
38	\$57,434	\$59,151	\$60,868	\$62,456	\$60,309	\$62,016	\$63,723	\$65,431	\$63,084	\$64,792	\$66,500	\$68,208	\$68,330	\$70,270	\$72,290	\$74,310
39	\$57,766	\$59,483	\$61,200	\$62,744	\$60,641	\$62,348	\$64,055	\$65,763	\$63,416	\$65,124	\$66,832	\$68,540	\$68,662	\$70,592	\$72,612	\$74,632
40	\$58,098	\$59,815	\$61,532	\$63,076	\$60,973	\$62,680	\$64,387	\$66,095	\$63,748	\$65,456	\$67,164	\$68,872	\$68,994	\$70,926	\$72,946	\$74,966
41	\$58,430	\$60,147	\$61,864	\$63,408	\$61,305	\$63,012	\$64,719	\$66,427	\$64,080	\$65,788	\$67,496	\$69,204	\$69,326	\$71,258	\$73,278	\$75,298

**Hanover County Public Schools  
FY2021-2022 Operating Budget  
Uniform Pay Plan - Hourly Rates**

	Min	Mid	Max		Min	Mid	Max
<b>Level 02</b> Cafeteria Monitor	\$9.50	\$12.90	\$16.31	<b>Level 12</b> Energy Management Control Specialist	\$19.77	\$28.77	\$37.78
<b>Level 03</b> Custodian Food Services Assistant Parking Lot Attendant Traffic Guard/Parking Lot Attendant	\$9.89	\$14.40	\$18.90	Federal Account Specialist (all) JROTC Assistant Instructor School Nutrition Services Account Specialist Sign Language Interpreter			
<b>Level 05</b> Auto Driver Head Custodian (MS) Health Services Assistant Instructional Assistant Office Assistant I (all) School Psychologist Intern	\$11.54	\$16.79	\$22.04	<b>Level 13</b> Custodial Specialist Executive Administrative Assistant, Clerk of the School Board Food Services Specialist Maintenance Team Leader Maintenance Team Leader - HVAC Network Technician Senior Help Desk Technician	\$21.34	\$31.07	\$40.80
<b>Level 06</b> Bus Driver/Food Services Asst Dual Head Custodian (HS) Instructional Assistant - Special Education Office Assistant II (all) Traffic Guard Transportation Attendant	\$12.46	\$18.13	\$23.81	<b>Level 14</b> Bilingual Hispanic Family Liaison Education and Mental Health Program Specialist Family Services Specialist HR Generalist Parent/Teacher Disability Services Specialist Part C Service Support Coordinator	\$23.07	\$33.56	\$44.06
<b>Level 07</b> Behavioral Technician Blind-Vision Impaired Instructional Technician Deaf-Blindness Instructional Technician Food Services Assistant Manager	\$13.46	\$19.58	\$25.71	<b>Level 15</b> Audio-Visual Maintenance Specialist CSA Assistant Case Manager Electrician Specialist Financial Systems Specialist Health Services Clinical Specialist Human Resources Information Systems Specialist Programmer Analyst School Nurse	\$24.90	\$36.25	\$47.59
<b>Level 08</b> Administrative Assistant I (all) Bus Driver (all) Courier/Bus Driver Food Services Manager I Lead Registrar - Elementary	\$14.52	\$21.15	\$27.77	<b>Level 16</b> Accountant Benefits Manager Budget Analyst Communications Specialist Coordinator, TV Programming and Production Food Services Coordinator/Dietitian Instructional Assessment & Analysis Specialist JROTC Instructor Network Systems Engineer Senior Programmer Analyst	\$26.89	\$39.14	\$51.39
<b>Level 09</b> Food Services Manager II Health Services Attendant Lead Driver Specialist Lead Registrar - Secondary Technical Support Technician I	\$15.69	\$22.83	\$29.98	<b>Level 17</b> Coordinator, Attendance & Support Enterprise Network Engineer Enterprise Systems Engineer ITRT & Digital Learning Project Manager ITRT Online Learning Developer School Psychologist School Social Worker Senior Teacher (All) Supervisor Network Services Technology Project Specialist (All)	\$29.05	\$42.28	\$55.51
<b>Level 10</b> Administrative Assistant II Benefits Coordinator Bookkeeper HR Program Support Specialist Technical Support Technician II Transportation Account Specialist Transportation Routing Specialist Transportation Special Needs Specialist Transportation Training and Safety Specialist	\$16.95	\$24.67	\$32.39				
<b>Level 11</b> Fiscal Support Specialist Carpenter Electrician HVAC Mechanic Painter Plumber Refrigeration Technician Senior Administrative Assistant I Senior Administrative Assistant, Deputy Clerk of School Board	\$18.31	\$26.64	\$34.97				

**Hanover County Public Schools  
FY2021-2022 Operating Budget  
Uniform Pay Plan - Hourly Rates**

	Min	Mid	Max		Min	Mid	Max
<b>Level 18</b>	<b>\$31.37</b>	<b>\$45.66</b>	<b>\$59.95</b>	<b>Level 20</b>	<b>\$36.59</b>	<b>\$53.26</b>	<b>\$69.93</b>
Business Partnership Specialist				Assistant Director, Information Systems			
Coordinator, Custodial Services				Assistant Principal, Middle School			
Coordinator, Human Resources (All)				Curriculum Specialist - English/Reading/Language Arts			
Coordinator, Professional Development				Curriculum Specialist - Instructional Technology			
Coordinator, Special Education				Curriculum Specialist - Mathematics			
Coordinator, Mathematics				Curriculum Specialist - World Languages & LIEP			
Coordinator, English/Language Arts				Emergency Manager			
Data Management Specialist				HR Compensation & Compliance Officer			
Occupational Therapist							
Physical Therapist				<b>Level 21</b>	<b>\$39.52</b>	<b>\$57.52</b>	<b>\$75.52</b>
Student Behavioral Health Specialist				Assistant Principal, High School			
Speech Language Pathologist				Disciplinary Hearing Review Officer			
Student Support Services Specialist							
<b>Level 19</b>	<b>\$33.88</b>	<b>\$49.32</b>	<b>\$64.75</b>	<b>Level 22</b>	<b>\$42.69</b>	<b>\$62.12</b>	<b>\$81.55</b>
Assistant Director, Special Education				Coordinator, Specialty Center			
Assistant Director, Transportation				Director, Accreditation and Accountability			
Assistant Principal, Elementary School				Director, Facilities			
Athletic/Activities Director				Director, Finance			
Coordinator, Division, Assessment and Analysis				Director, Human Resources			
Coordinator, Counseling Services				Director, Professional Development, Leadership, & Federal Programs			
Coordinator, Federal Programs				Principal, Elementary School			
Coordinator, Gifted Services and Advanced Studies K-12				Public Information Officer			
Coordinator, Health Services				<b>Level 23</b>	<b>\$46.09</b>	<b>\$67.08</b>	<b>\$88.08</b>
Curriculum Specialist - Health & PE				Director, Elementary Education			
Curriculum Specialist - Media Services				Director, Food Services			
Curriculum Specialist - Performing Arts				Director, Pupil Transportation			
Curriculum Specialist - Science				Director, Special Education			
Curriculum Specialist - Social Studies				Director, Technology Services			
Curriculum Specialist - Visual Arts				Principal, Middle School			
Infant Coordinator (Part C)				<b>Level 24</b>	<b>\$49.77</b>	<b>\$72.45</b>	<b>\$95.12</b>
Lead Speech Language Pathologist				Director, Curriculum & Instruction			
Lead Teacher Specialist (Special Education)				Director, Secondary Education			
Lead Therapist				Principal; High, Trade and Alternative Education Schools			
Senior School Psychologist				<b>Level 25</b>	<b>\$53.75</b>	<b>\$78.24</b>	<b>\$102.73</b>
Senior School Social Worker				Assistant Superintendent (All)			